



Early Journal Content on JSTOR, Free to Anyone in the World

This article is one of nearly 500,000 scholarly works digitized and made freely available to everyone in the world by JSTOR.

Known as the Early Journal Content, this set of works include research articles, news, letters, and other writings published in more than 200 of the oldest leading academic journals. The works date from the mid-seventeenth to the early twentieth centuries.

We encourage people to read and share the Early Journal Content openly and to tell others that this resource exists. People may post this content online or redistribute in any way for non-commercial purposes.

Read more about Early Journal Content at <http://about.jstor.org/participate-jstor/individuals/early-journal-content>.

JSTOR is a digital library of academic journals, books, and primary source objects. JSTOR helps people discover, use, and build upon a wide range of content through a powerful research and teaching platform, and preserves this content for future generations. JSTOR is part of ITHAKA, a not-for-profit organization that also includes Ithaka S+R and Portico. For more information about JSTOR, please contact support@jstor.org.

crease in his numbers. Here is a field to cultivate. The vocational adviser can be of great assistance if he has an accurate idea of the nature of librarianship, is equipped with printed matter and is prepared to refer likely candidates to nearby librarians for

further information and advice. Perhaps in some not far distant millennium we shall each of us be scientifically fitted into our proper grooves and a wise providence will ordain that just enough librarians shall be born.

RECRUITING FOR PUBLIC LIBRARIES IN CANADA

GEORGE H. LOCKE, *Chief Librarian, Public Library, Toronto, Ont., Canada*

THIRD GENERAL SESSION

All Canada is divided (from a library standpoint) into two parts: The province of Ontario and the remaining provinces; in the first of which are more libraries than in all the rest combined.

There is one regularly organized training school for librarians which meets during the Michaelmas term (approximately September 6 to December 10) and which is under the direction of the inspector of public libraries for the Province of Ontario. While provincial in its maintenance, it is national in its scope.

There is a summer library school in connection with McGill University, in Montreal, under the direction of the librarian of that University.

There is no national library association. There is a flourishing association for Ontario, which meets in Toronto during Easter week, and there is a small association in the maritime provinces. An effort was made to form an association in the prairie provinces, but the war, with its economic results, has prevented its development.

Library work as a profession is but of recent growth with us; in fact, we are still in the missionary stage where conversion of the heathen unbeliever is necessary. He or it (individual, corporation or government) needs complete change of heart. He is beyond logic.

The subject for today, "recruiting," suggests that there is an organized body of persons whose object is to fight for some principle which the organization thinks is worth while. Before we can ask persons to join our ranks, we have to explain the object of our army and what are the rewards for service in it, two essentially reasonable questions which one would expect the recruit to ask.

Time has passed when the sergeant, with his ribbons and his cane, and dressed in his walking-out garb, could stand on the corners and invite the stray passer-by to join the army, and seal it with a drink or two and a shilling. And the time is passing when we can allure people into the ranks of the library army by telling them of the opportunity for self-effacement and ultimate immortality.

Therefore, if I am to be a recruiting officer and ask persons to join the army of librarians, the first thing I have to do is to reorganize the army on a war footing. In other words, I have to see that the army is a well-fed and well-led army, and well supplied with all that makes for effective campaigning.

There may be some here who question the analogy of the army, possibly because their ideas of an army relate almost entirely to discipline, repression and loss of individuality. Such persons feel like the mounted infantry man about whom Kipling tells us in one of his poems of the South African War and who, scouting on his own, with responsibilities on himself and thinking of the time when he was merely a number, or perhaps better, a pawn, exclaimed:

I used to belong to an army once,
Gawd, what a rum little army once,
Rum little, dumb little army once.

And perhaps there are a few such regiments or brigades in the general army of librarians. (For an illustration of the deadliness of routine, the influence of atmosphere and the difficulties of the struggle to be free, let me recommend to you Beresford's recent novel, *The prisoners of Hartling*.)

But to return to the army, I cannot recruit unless I have made the object of the army appear to be worth while (which presupposes that I believe it to be worth while), unless I

have made clear that there is an incentive which has qualities of the ideal in it, something which appeals, not only to the intellectual sense, but, above all, to the moral feelings. Not all who join the army will be equally impressed by the ideal, but those who are impressed by it will be the future officers of the army, those who lead the forces into action.

Therefore I believe the first thing necessary to recruit successfully is to have something worth while to accomplish by your organization. So in Canada I have been a prophet preaching the possibilities of library work as a help towards intelligent citizenship and individual and social well-being; and as I believe with my friend, Mansbridge, of the Workers Educational Association, that no movement can be successful without a prophet, I have not hesitated to follow the examples of the old-time prophets all the way from moral suasion to slaying the prophets of Baal.

And all the time I have been gathering about me the nucleus of an army, those who have not bowed the knee to Baal, so that I would have the moral backing of a standing army whose battles and whose successes would draw attention to the effect that inspirational training and systematic effort have over mere individual and undisciplined fighting.

The establishment of a well ordered training school by the inspector of public libraries of our Province has given standing to the profession. An intelligence test was set up for entrance into the army, and at once heart and ambition were developed within the ranks. The intelligence test took the form of a course of intensive study, through three months, of the ideals and practices of work in a public library, with daily practice, much after the same plan as made our Officers' Training Corps so successful during the recent great struggle. To me one of the greatest revelations of the war was the amount of real education one can get in a short time and under the pressure of a great emergency. We have a continuous emergency in the necessity among our people for a better understanding of the problems of life in all its national manifestations, and the place to

get that understanding is in the people's national educational institution. To bring these two important phases together we must have an army of interpreters who by intensive training are fitted to help the ambitious and attract the indifferent.

In our country we believe very strongly in the intensive training and hesitate before joining the "hardy annuals" of the American library training schools. But, then, we have our individual ways of fighting evil, I suppose, as we demonstrated our individual or national method of fighting on the German front. We are not like our English "mother," nor, again, are we exactly like our American "cousins." We have characteristics of both, or, to quote again from my favorite poet:

We're a sort of giddy harumphrodite,
Soldier and sailor too.

The next thing was to see that within the army there should be recognition commensurate with the enhanced requirements necessary to join. There are two aspects to this question—one the matter of salary (and I believe thoroughly in it), but the other, to my mind, is of still greater import: freedom of thought, the recognition of individual suggestion, and the opportunity for promotion on the basis of interest, enthusiasm and efficiency.

The democracy of such an army is shown in the feeling throughout it that leadership is possible in the lower ranks as well as in the higher, and that the results are every bit as important. As Kipling says in his poem about "Pharaoh and the Sergeant":

It was not a Duke nor Earl
Nor yet a Viscount,
It was not a big brass General that came,
But a man in khaki kit
Who could 'andle men a bit,
With 'is baggage labelled "Sergeant What's-'is-Name."

and it is not necessary that there be imposing buildings and elaborate equipment, for

It was not a crystal palace or cathedral,
It was not a public 'ouse of common fame,
But a strip of red 'ot sand
With a palm on either 'and,
And a little 'ut for Sergeant What's-'is-Name.

This kind of democracy brings confidence and happiness and hope within the ranks,

which feeling quickly becomes public and recruits of the better sort rush to join the army. You can't stop them and the library army becomes selective and professional—soldiers who make their living, and a reasonably comfortable living, with work so diversified that every one has something to do and is reasonably sure of recognition for what is done.

This is what we are trying to do in Canada. We haven't got very far, but we haven't lost any ground. Where the vanguard camps today we expect the rear to camp tomorrow. True, we see some of our scattered posts indifferently manned, we still find placed in charge of a post an officer who knows nothing of ideals, again one who knows not even the manual of arms, and sometimes one entirely innocent of both. Such things have been known to occur in other armies too.

And sometimes we find in one of our posts an officer in command who has risen solely through seniority of service and has never smelt powder—gunpowder—and whose sword has cut nothing but a bride's cake.

We regret these instances. We protest against such practices. We use every means we can to urge against these practices and only too often we gain what in politics is often referred to as a moral victory.

However, we are on the march, and it is going in to camp with you on such occasions as this that gives us heart to take up the work of another campaign.

And, in conclusion, if you will allow me to leave the analogy of the army and end with a reference to the Senior Service—

those who serve upon the sea—may I quote from Fox Smith whose words are often encouraging to me:

It takes all sorts to make the world, an' the same to make a crew:

It takes the good and middlin', and the rotten bad uns too;

The same's there are on land, says Bill, you meet 'em all at sea—

The freaks an' fads an' crooks an' cads, an' or'nary folks like me.

It takes a man for every job—the skipper an' the mates,

The chap as gives the orders an' the chap as chips the plates—

It takes the brass-bound 'prentice (an' ruddy plagues they be)

An' chaps as shirks an' chaps as works—just or'nary chaps like me.

It takes all sorts to make a world, an' the same to make a crew,

It takes more kinds of people than there's creeters in the zoo;

You meet 'em all ashore, says Bill, an' you find 'em all at sea—

But do me proud if most of the crowd Ain't or'nary chaps like me.

The important thing is the ideal, and this we must develop amongst "us or'nary folk," something that lures us on with but little regard to the length of the way, its roughness or its difficulties.

I'll get recruits for an army when those who belong to it now will feel like my friends in that other army which is banded together that righteousness may be exalted and the individual saved to something, and will express it as they do to almost unharmonious accompaniment—"I'm right down glad I ever joined the Army!"

RECRUITING FOR CHILDREN'S LIBRARIANS

CLARA WHITEHALL HUNT, *Superintendent, Children's Department, Public Library, Brooklyn, N. Y.*

SUMMARY. THIRD GENERAL SESSION

From the moment I received the command of my superior officer to speak on "Recruiting for children's librarians," I knew that I should not talk about addressing vocational guidance conferences, getting articles into popular magazines, distributing circulars in the colleges and so on. I knew that I must, at the risk of being misunderstood, try to induce librarians to believe that the most essen-

tial kind of recruiting would be a recognition of children's librarianship as a profession and a demand that all who enter it meet requirements at least as high as those demanded by other professions with which we fondly consider ourselves equal.

In these times of famine, and when low salaries are considered a large reason for the dearth of children's librarians, it may